



Leadership Services Ltd

*What
kind of
leader will
you be?*

Begin here...

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leadershipservices.com

Our Invitation for High Performance through:

- ✓ **Assessment**
- ✓ **Leadership Coaching**
- ✓ **Training Services**



Our Philosophy: We strive to actively engage your managers in professional growth and infuse them with tools to realize their strengths and potential. Our services enable your leaders and their teams to step out of their comfort zone and engage in a new spirit of interaction and productive change.

Our core intention is to provide a laboratory for safe exploration of learning as a professional. We then provide periodic services, as required, to recharge and realign the course and discipline toward excellence.

Our Services: LSL offers *leadership coaching plus organizational consulting, needs assessment and communications training* throughout North America. We deliver services in effective leadership and communication practices to business professionals with a focus on executives, managers, and high-level individual contributors. Our services are tailored to the individual and the company culture in the following key areas:

- ❖ **One-On-One Leadership Coaching**
- ❖ **Leadership Assessment (360 Degree Surveys, EQ and Personality)**
- ❖ **Management Training & Communications Workshops**
- ❖ **Team Development & Strategy Activation**

Our Leadership: *Mark Gross*, Principal of **Leadership Services Ltd**. *Mark* has shaped his career by combining his entrepreneurial spirit with a background in line management, human resources, management training, and organizational development with Fortune 500 Companies. During the past 15 years, *Mark* has developed a specialty in working with top management to accelerate high potential managers to “**Learn to Lead**”. *Mark* holds a B.S. in Human Relations and Organizational Behavior, Organizational Consulting Certification establishing a career of continuous learning in human development. Additionally, he has conducted hundreds of leadership presentations throughout North America on leadership and accountability.

The LSL team includes consultants selected for their special industry backgrounds in service, high-tech, manufacturing and education with degrees in engineering and PhD's in communications and public relations. See our web site for a full summary of each team member.

LSL's Core Services Focus On Enabling: Senior Leaders, Management & High-Level Individual Contributors

Our One-On-One Coaching emphasizes situation appropriate leadership, effective interpersonal and organizational communications, *persuasion and influence, conflict management, strategy activation* and *executive presence*. Most coaching assignments include use of surveys, on-site observation, structured interviews, and videotape feedback. Our approach places a focus on:

- **Refining** leader behaviors and practices to help management model new company vision and required organizational/cultural change
- **Partnering** with our client to assess and initiate training and communications practices to accelerate employee involvement and ownership in business results
- **Transferring** to our clients new energy, focus, and heart required for transforming individuals and organizations

Our Climate and Individual Potential Surveys (360, EQ and Motivation) are Internet based, focus on performance, and fit with proven methods to guide and stimulate action to improve organizational and interpersonal effectiveness. Our success in assessment is based on:

- **Establishing** a non-threatening assessment process
- **Working** from a proven change model with the right questions
- **Translating** answers into meaningful management conclusions
- **Facilitating** productive action that becomes apparent to all concerned

Our Management Training Workshop Series provides highly interactive full and partial day sessions that support indicated action from our coaching and assessment work. Our key to lasting learning begins with 2-hour leader briefings that supplement each management workshop to assure support and modeling of key workshop principles by everyone in leadership. Our core workshop offerings include:

- **Learning to Lead Series**
- **Performance Management & Appraisal**
- **Becoming The Coaching Manager**
- **"Selecting The Best" Modules I & II**
- **Teams – Meetings – Communicating**
- **Managing Up – Influencing Across**

Our Team Development & Strategy Activation focuses on working with intact teams seeking high performance results. We tailor our facilitation to team objectives and issues that can include understanding individual strengths, clarifying roles for decisions and accountabilities, agreeing on team interaction principles, and establishing commitment and resources to objectives. We facilitate team sessions at resorts and/or on-site locations based on the need for focus and team building.

Our Partial List For Current Clients Include:

Alcatel-Lucent	Clipper Windpower, Inc.	Montecito Bank & Trust
Alisal Guest Ranch & Resort	Clorox Company	Rabobank N.A.
BDO Seidman, LLP	Constellation Brands	Sage Publications
Business First Bank	Dublin Water District	Santa Barbara Bank & Trust
Caremore Medical Enterprises	First Federal Bank	Wells Fargo Home Mortgage
Cearnal Andrulaitis LLP	Fosters Wine Estates	Westmont College